

BOARD OF SUPERVISORS

Brown County



305 E. WALNUT STREET
P. O. BOX 23600
GREEN BAY, WISCONSIN 54305-3600
PHONE (920) 448-4015 FAX (920) 448-6221

LAND CONSERVATION SUBCOMMITTEE

Norbert Dantine, Jr., Chair
Dave Kaster, Vice Chair
Bernie Erickson, Dave Landwehr,
Tom Sieber, Dan De Grave

LAND CONSERVATION SUBCOMMITTEE

Monday, April 27, 2015

5:30 p.m. (PD&T to Follow)

**Howard Public Works Department
2198 Glendale Avenue - Howard**

**NOTICE IS HEREBY GIVEN THAT THE COMMITTEE MAY TAKE ACTION ON
ANY ITEMS LISTED ON THE AGENDA**

****NOTE TIME AND LOCATION****

- I. Call Meeting to Order.
- II. Approve/Modify Agenda.
- III. Approve/Modify Minutes of March 23, 2015.

Comments from the Public

Communications Referred from April County Board

1. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; *referred from April County Board.*
- 1a. Resolution re: Brown County Classification Salary Range; *referred from April County Board.*
2. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; *referred from April County Board.*

Other

3. Budget Status Financial Report, March, 2015.
4. Departmental Openings Summary, April, 2015.
5. Director's Report.
6. Such Other Matters as Authorized by Law.
7. Adjourn.

Norb Dantine, Jr., Chair

Notice is hereby given that action by the Committee may be taken on any of the items which are described or listed in this agenda.

Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda.

PROCEEDINGS OF THE BROWN COUNTY
LAND CONSERVATION SUBCOMMITTEE

Pursuant to Section 18.94 Wis. Stats., a regular meeting of the **Brown County Land Conservation Subcommittee** was held on Monday, March 23, 2015 in Room 161, UW Extension, 1150 Bellevue Street, Green Bay, WI

Present: Chairman Dantine; Supervisors: Bernie Erickson, Tom Sieber, Dave Kaster, Dave Landwehr; and Mr. Dan De Grave
Also Present: Jim Jolly (Director – Land Conservation)
Troy Streckenbach (County Executive)

I. Call Meeting to Order

The meeting was called to order by Chairman Dantine at 6:00 PM

II. Approve/Modify Agenda.

Motion made by Supervisor Sieber, Seconded by Supervisor Kaster to approve. Vote Taken. MOTION CARRIED UNANIMOUSLY.

III. Approve/Modify Minutes of February 23, 2015.

Motion made by Supervisor Landwehr, Seconded by Mr. Dan DeGrave to approve. Vote Taken. MOTION CARRIED UNANIMOUSLY.

Comments from the Public

1. Budget Status Financial Report, December, 2014 (unaudited).

Jim Jolly presented. The department is in the black by \$49,264 for 2014. They have used \$40,000 of that for the purchase of new vehicles that the committee approved a couple of meetings ago. The remainder of the funds are being transferred over to the demo farms project to cover 25% of the cost of the staff person.

Supervisor Kaster asked about public charges and why were they up. Jolly said it was a combination of the tree program, ordinance revenues, and the \$85,000 from the 50 cent fee. Jolly said that the ordinance revenues were up.

Motion made by Supervisor Sieber, Seconded by Supervisor Kaster to Receive and Place on File. Vote Taken. MOTION CARRIED UNANIMOUSLY.

2. Resolution re: Change in Table of Organization for the Land and Water Conservation Department (Agronomist Technician).

Jolly said this was a grant that was applied for by a non-profit in the valley called the Fox/Wolf Watershed Alliance. Jolly said that the conservation department works with the non-profit quite extensively. Jolly described the TMDL (Total Maximum Daily Load) situation and that Ag organizations have been given a goal for reduction of phosphorous. Jolly continued that Brown County sat on a committee that looked at how to implement Ag industry reductions. They decided to take the highest priority watersheds first, and do a plan on those. This program will cost \$5,300,000 over five years.

Brown County's portion will be for the staff salary and fringe benefits. This is a five year position, and the county will receive a sub-award from Fox/Wolf Watershed Alliance to cover the cost. The money is coming from EPA's Great Lakes Restoration Initiative. Jolly said they have dealt with EPA grants before and it's pretty basic and straightforward. As long as they can negotiate for the 100% staff grant, there is going to be very little cost to Brown County. Jolly feels that it is a good deal for the county.

Supervisor Landwehr asked who is covering transportation. Jolly said that he had budgeted for it. Supervisor Landwehr asked again if the county will be footing the bill for transportation needs. Jolly said yes.

Supervisor Kaster asked about water quality trading. Jolly said it is a way that industries and waste water treatment plants to benefit from the work conservation does with agriculture. When a farm that delivers 500 lbs of phosphorous to the watershed is reduced do to conservations work, that farm can then get credit for 250 lbs. They can take those pounds and sell them to the waste water treatment plant as an offset.

Supervisor Kaster asked about the 50 foot buffers. He wanted clarity as if that was total or on each side of the stream. Jolly said it is per side so it is a 100 ft buffer zone, but only in Outagamie County. In Brown, they will follow their 35 ft rule.

Supervisor Kaster asked about automated monitoring equipment staying out there. Jolly said it stays out there for five years. The equipment is USGS equipment, so it is the top of the class, Cadillac of equipment.

Motion made by Supervisor Erickson, Seconded by Supervisor Sieber to approve. Vote Taken. MOTION CARRIED UNANIMOUSLY.

3. Director's Report.

Jolly began by saying he wanted to bring the committee up to speed with regards to the demo farms. He had a pretty successful workshop in the building with an attendance of 65 people, and over half were farmers. Because of the workshop, farmers are planning to do things differently this year for implementation.

Jolly talked about the Fox Trade. He's been working with the group on how the market structure would look. They are looking at a brokered bilateral trade between the farmer and the point source. The broker would setup and manage the contracts. Land Conservation would figure out how many credits could be sold, aggregate and certify them, and then hand them over to the broker to be sold. Everybody would benefit, and it could be a big exchange of money. Jolly believes this could be a future revenue source of the money.

Supervisor Dantine asked if the farmer gets paid for the credits. Jolly said the farmer would get paid for the credits at a negotiated price. The range is from \$50-\$150 per pound, but really depends what the point sources are willing to pay.

Jolly said that supervisors might be hearing that constituents are receiving postcards from Land Conservation. The department sent out two postcards recently. One was a notice that nutrient testing needs to be completed, and the second was to notify towns, farmers, and contractors that permits are needed from Land Conservation if they are doing expansions or manure storage. In the last couple months, they have had six that failed to get permits and now have to

work with them for after the fact charges. Jolly said they don't like doing that, but they are giving them an opportunity to treat it as a regular permit application.

The last thing Jolly wants to talk about is how they are progressing with the community feasibility study for the digester. He has created a presentation for farmers, and are working with the UW-Extension for outreach. They want to reach out to gauge how much interest there is to form a community effort around waste transformation.

Supervisor Dantine has a comment on the digester. He says the two biggest hurdles are one, the cost, and secondly, Wisconsin Public Service. He says it's a losing battle. Manure is a continuous non-natural resource. He thinks that farmers want to make electricity. Farmers should be able to use their own electricity first. If he is selling energy at 8 cents and then being charged 12 cents on the back end; it doesn't make sense. He should be able to use his own energy first and then sell the excess. Supervisor Dantine wants to work with Jolly. Jolly said they will have to look at various revenue streams to make this thing work. Energy itself will not do the job. They will have to look nationwide and build an attractive package for the farmer.

Supervisor Dantine asked about the Oneida Tribe and NEW Waters doing something on their own. Jolly said that the county is involved. It's New Waters way to prove if adaptive management works. They are trying to prove that they can get the in-stream water quality results in a 4 year period of time.

Supervisor Erickson asked about the digester. Talked about a presentation a while back by a guy who designs digesters. He said that pay back is less than production costs. Supervisor Erickson says that if the county decides to jump into something, they better be sure they aren't going to operate at a loss. Jolly said it's the purpose of the feasibility study. One of the big components of the feasibility study is an own and operate design outcome.

Supervisor Erickson also commented on the approval of the agronomist position. He asked Jolly if Land Conservation was in contact with the UW-Extension since they are asking for a 12 week staff person. Jolly said that they were in contact and the UW-Extension position would be helpful to this effort. They will take five test cases. The information will be extremely valuable for the consultants.

County Executive Troy Strekenbach said that in April they will be going to Dane County to see their digester and CNG landfill. They are in the process of converting their fleet into CNG vehicles. There is quite a lot of work being done at feco. The county is trying to learn more for long term sustainability.

Supervisor Kaster asked about a place by Denmark. They seem to take everything and they must be making money. Jolly said he doesn't know a lot of about that specific business, but they have had issues with nutrient management in that area.

Mr. DeGrave asked if there is different set of rules for farmer waste versus industrial waste. Jolly said yes, that industrial was monitored, permitted, and licensed by the DNR.

Motion made by Supervisor Sieber, Seconded by Supervisor Landwehr to Receive and Place on File. Vote Taken. MOTION CARRIED UNANIMOUSLY.

///

4. Such Other Matters as Authorized by Law.

Supervisor Sieber said that with Mr. DeGrave present, they should discuss a change in date for the May meeting.

5. Adjourn.

**Motion made by Supervisor Landwehr, Seconded by Supervisor Sieber to adjourn at 6:20 PM. Vote Taken.
MOTION CARRIED UNANIMOUSLY.**

Respectfully submitted,

Brian B. Lueth
Recording Secretary

///



**BROWN COUNTY
BOARD OF SUPERVISORS
COURT HOUSE
GREEN BAY, WISCONSIN**

BROWN COUNTY BOARD OF SUPERVISORS

Meeting Date: 4/15/15

Agenda No. : _____

Motion from the Floor

- As part of the Class & Compensation ~~Review~~ ^{each} Committee ~~will~~ hold a discussion
I make the following motion: ~~on the philosophy of how this compensation will be implemented,~~
on the philosophy of how this compensation ^{plan would} be implemented,
~~specifically~~ including:
- What will we do to address those salaries below the 1st quintile?
- What will we do to " " " above 5th quintile?
- What is our end goal for all positions? (for example 100% of market? 2% below or above market?)
- At what level will we bring new employees in?
- How will employees move within a salary range?
- Signed: Janis Robison
District No.: 19

April 15, 2015

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies & Gentlemen:

RESOLUTION REGARDING
BROWN COUNTY CLASSIFICATION SALARY RANGE

WHEREAS, Sections 4.45 through 4.48 of the Brown County Code provide for a classification and compensation plan for Brown County employees; and

WHEREAS, the current classification and compensation plan was implemented in 2001. In 2002, the step increases in the plan were frozen; and

WHEREAS, since the implementation of the plan, there have been differences in annual adjustments between represented positions and non-represented positions, creating compensation inequities and compression issues; and

WHEREAS, Human Resources completed a comparison of all county positions with market and/or other comparable county positions ensuring internal and external equity; and

WHEREAS, Human Resources has reviewed the job duties of all positions and placed them into specific classification specifications; and

WHEREAS, as an initial step to pay market rate, Human Resources recommends adopting the attached Brown County Classification Salary Range.

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors that the attached Brown County Classification Salary Range be approved effective May 1, 2015.

BE IT FURTHER RESOLVED that the current department budget will not be affected by the adoption of this resolution.

1a

Respectfully submitted,

EXECUTIVE COMMITTEE

FISCAL NOTE: This resolution does not require an appropriation from the General Fund. This resolution changes the County's wage compensation plan from steps to a salary range.

Approved By:

TROY STRECKENBACH
COUNTY EXECUTIVE

Date Signed: _____

Submitted by Human Resources

Approved as to form by Corporation Counsel

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISORS	DIST. #	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
KAYE	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST. #	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
KATERS	15				
KASTER	16				
VAN DYCK	17				
JAMIR	18				
ROBINSON	19				
CLANCY	20				
CAMPBELL.	21				
MOYNIHAN, JR.	22				
STEFFEN	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____

1a

HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600



WARREN P. KRAFT

PHONE (920) 448-4071 FAX (920) 448-6277 WEB: www.co.brown.wi.us

DIRECTOR

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE: 03/31/15
REQUEST TO: Executive Committee
MEETING DATE: 04/06/15
REQUEST FROM: Warren Kraft
Human Resources Director
REQUEST TYPE: ☒ New resolution ☐ Revision to resolution
☐ New ordinance ☐ Revision to ordinance

TITLE: Resolution Regarding Brown County Classification Salary Range

ISSUE/BACKGROUND INFORMATION:

An extensive study took place comparing all county positions with market and/or other comparable county positions ensuring internal and external equity. As a result of this study, all positions were placed into specific classification specifications and the Brown County Classification Salary Range was determined.

ACTION REQUESTED:

Approval of the Brown County Classification Salary Range as an initial step to pay market rate.

FISCAL IMPACT:

NOTE: This fiscal impact portion is initially completed by requestor, but verified by the DOA and updated if necessary.

1. Is there a fiscal impact? ☐ Yes ☒ No
 - a. If yes, what is the amount of the impact?
 - b. If part of a bigger project, what is the total amount of the project? \$ _____
 - c. Is it currently budgeted? ☐ Yes ☐ No
 1. If yes, in which account?
 2. If no, how will the impact be funded?

☒ **COPY OF RESOLUTION OR ORDINANCE IS ATTACHED**

1a

BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES

NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

Pay Grade	Job Title	Minimum	Annual Midpoint	Maximum	Minimum	Hourly	
						Midpoint	Maximum
	BENCHMARK POSITIONS						
1	OPEN	\$90,125	\$112,656	\$135,187	\$43.33	\$54.16	\$64.99
2	Corporation Counsel Director of Administration Director of Human Services	\$83,816	\$104,770	\$125,724	\$40.30	\$50.37	\$60.44
3	Airport Director Chief Information Officer Director of Port and Resource Recovery Director of Public Works	\$77,949	\$97,436	\$116,923	\$37.48	\$46.84	\$56.21
4	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks Human Resources Manager Human Services Administrator	\$72,492	\$90,616	\$108,739	\$34.85	\$43.57	\$52.28
5	Court Commissioner Deputy Assistant Corporation Counsel Director of Nursing (Hospital) Director of Public Safety Communications Engineering Services Manager Finance Manager Planning Director Psychologist	\$67,418	\$84,272	\$101,127	\$32.41	\$40.52	\$48.62
6	Director of Public Health Director, Child Support Program Highway Operations Manager	\$62,699	\$78,373	\$94,048	\$30.14	\$37.68	\$45.22
7	Assistant Corporation Counsel Change Management Facilitator Chief Medical Examiner Financial Supervisor Network Architect Nursing Supervisor Public Health Supervisor Senior Civil Engineer	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
8	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent Clinical Therapist County Conservationist Emergency Management Coordinator Environmental Health & Lab Supervisor Fleet Superintendent Golf Course Superintendent Human Services Manager Museum Director Operations Manager	\$54,228	\$67,785	\$81,342	\$26.07	\$32.59	\$39.11
9	Animals Curator Civil Engineer Economic Services Support Coordinator Environmental Health Sanitarian Highway Operations Superintendent Human Services Supervisor Project Manager Public Health Nurse Register in Probate Registered Nurse Risk Specialist Senior Financial Analyst Senior Planner Veteran's Services Officer	\$50,432	\$63,040	\$75,648	\$24.25	\$30.31	\$36.37

1a

BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES

NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

Pay Grade	Job Title	Annual			Hourly		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
BENCHMARK POSITIONS							
10	Benefits & Payroll Coordinator	\$46,902	\$58,627	\$70,353	\$22.55	\$28.19	\$33.82
	Business Development Analyst						
	Community Health Educator						
	Electrician (Master)						
	Financial Analyst						
	Internal Auditor						
	Operations and Maintenance Supervisor						
Purchasing Specialist							
11	Building Services Supervisor	\$43,619	\$54,523	\$65,428	\$20.97	\$26.21	\$31.46
	Child Support Supervisor						
	Clinical Lab Services Supervisor						
	Corrections Corporal						
	Economic Support Supervisor						
	Health Information Services Coordinator						
	Senior Human Resource Generalist						
	Nutritional Services Coordinator						
	Operations Supervisor						
	Planner						
	Property Lister						
Shelter Care Supervisor							
12	Chief Deputy Clerk	\$40,565	\$50,707	\$60,848	\$19.50	\$24.38	\$29.25
	Conservation Specialist						
	Education Specialist						
	Electrician (Journey)						
	Engineering Technician						
	GIS Specialist						
	Land Use Specialist						
	Maintenance Service Mechanic II						
	Medical Technologist						
	Museum Specialist						
	Programmer						
	Radio Communications Specialist						
	Recreation Therapist						
	Resource Recovery Specialist						
	Social Worker						
	Substance Abuse Counselor						
	Systems Specialist						
	Victim/Witness Coordinator						
13	Airport Operations Officer	\$37,726	\$47,157	\$56,589	\$18.14	\$22.67	\$27.21
	Correctional Officer						
	Court Reporter						
	Data Telecommunications Specialist						
	GIS & Database Analyst						
	Human Resources Generalist						
	Law Clerk						
	Maintenance Service Mechanic I						
	Mechanic						
	Media Technician						
	Network Support Specialist						
	Paralegal						
	Park Services Specialist						
	Property Listing Specialist						
	Telecommunications Operator II						
Zookeeper							
14	Administrative Assistant II	\$35,085	\$43,856	\$52,628	\$16.87	\$21.08	\$25.30
	Certified Occupational Therapist Assistant						
	Department Assistant						
	Emergency Management Specialist						
	Food Service Supervisor						
	Guest Services Coordinator						
	Heavy Equipment Operator						
	Lab Technician						
	Legal Assistant						

1a

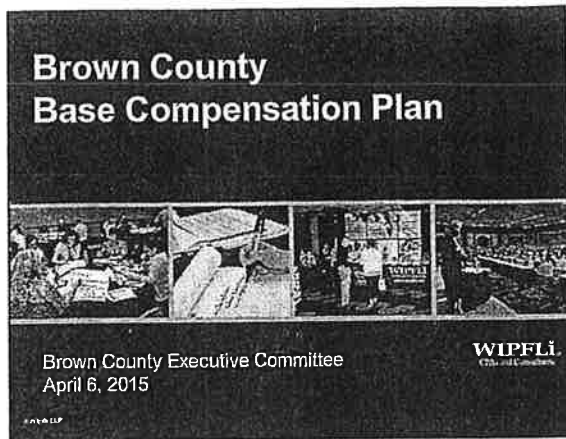
BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES

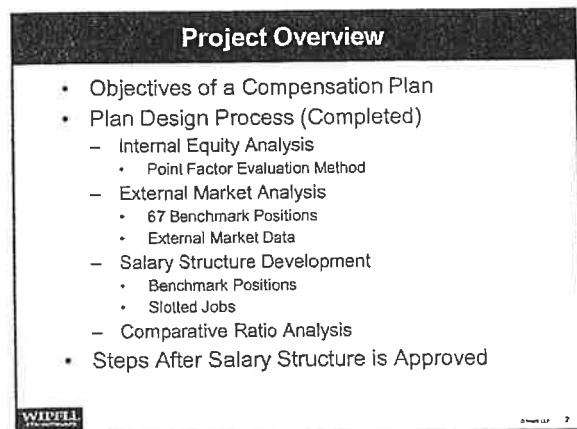
NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

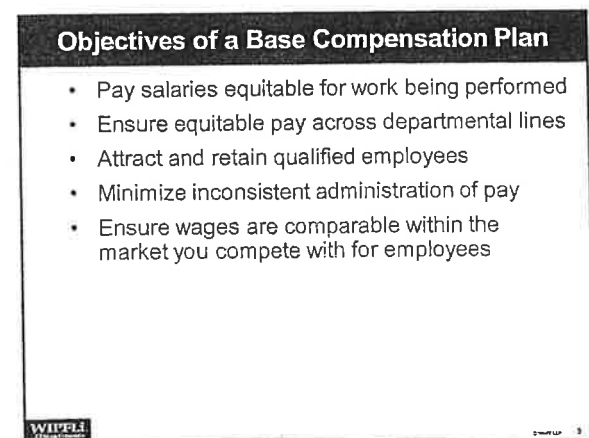
Pay Grade	Job Title	Annual			Hourly		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	BENCHMARK POSITIONS						
	Licensed Practical Nurse						
	Network Support Clerk						
	Payroll Specialist						
	Registered Health Information Tech (RHIT)						
	Telecommunications Operator I						
15	Child Support Specialist Operations Assistant Victim/Witness Program Assistant	\$32,629	\$40,786	\$48,944	\$15.69	\$19.61	\$23.53
16	Account Clerk Deputy Medical Examiner Economic Support Specialist Fraud Investigator Aide Maintenance Services Associate	\$30,345	\$37,931	\$45,518	\$14.59	\$18.24	\$21.88
17	Administrative Assistant I Human Services Support Specialist Youth Care Worker	\$28,221	\$35,276	\$42,331	\$13.57	\$16.96	\$20.35
18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$18.93
19	Certified Nursing Assistant Cook	\$24,408	\$30,510	\$36,612	\$11.73	\$14.67	\$17.60
20	Administrative Clerk Assistant Zookeeper Building Services Associate	\$22,700	\$28,375	\$34,050	\$10.91	\$13.64	\$16.37
21	OPEN	\$21,111	\$26,388	\$31,666	\$10.15	\$12.69	\$15.22
22	Bailiff Food Service Associate	\$19,633	\$24,541	\$29,449	\$9.44	\$11.80	\$14.16
23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$8.78	\$10.97	\$13.17
24	Guest Services Associate	\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	\$12.25

Minimum and maximum values are calculated +/- 20% around midpoint
Progression between midpoints 7% .

1a







1a

Process

- Created a County Project Team (Brown County)
- Created Classification Specifications (Project Team)
- Performed an internal equity analysis (Project Team)
- Conducted an external market analysis (Wipfli)
- Designed a salary structure (Wipfli)
- Conducted a comparative ratio analysis (Wipfli)

WIPFLI
The Professionals

© 2008 WIPFLI 4

Created Classification Specifications (Class Specs)

- Position Description Questionnaires submitted by departments specifying actual duties
- Like positions lumped into same Class Spec
- A point factor evaluation system was applied to each Class Spec which determined internal equity points
- Factors used:
 - **Skills** – education and experience
 - **Responsibilities** – scope/level, leadership/administrative, public/customer relations, budget impact, and complexity/impact
 - **Effort** – physical exertion/environmental hazards

WIPFLI
The Professionals

© 2008 WIPFLI 5

Internal Equity Analysis

- Conducted an internal equity analysis to determine the relative value of each position to other positions within the County on the basis of compensable factors.
- The internal equity analysis was conducted by the County Project Team for all positions, then reviewed by Wipfli.
- The result of the analysis was a ranking of the Class Specs starting from the position with the top number of points to the position with the bottom number of points.

WIPFLI
The Professionals

© 2008 WIPFLI 6

External Market Analysis

- An external market analysis determined the market value of each Class Spec by comparing it to published compensation survey data and wage data for comparable counties. (Outagamie, Winnebago and Racine)
- For each benchmark Class Spec, a midpoint was calculated using this survey and other county wage data.
- Used the functions of the Class Spec to match the survey data, not job title.

WIPFLI
CPA

849 117

External Market Sample

WIPFLI

BROWN COUNTY
 maps, data, statistics, analysis, the forecast

[illegible]

There is no need for any further action on the part of the Government.

1524

Key words: aging; cognition; memory; personality

WIFFL

Figure 1

Designing the Salary Structure

- The salary structure design was created utilizing the Internal Equity Analysis and External Market Analysis.
- Typically, the External Market Analysis will be the primary consideration for the development and placement of positions within the salary structure.
- The benchmark positions were sorted and grouped by external market value with like midpoints grouped together.

WIFLI

2000 2001

1a

Brown County Salary Structure

- The salary structure begins with the top paid position. Subsequent ranges are then developed on the basis of the remaining pay groups.
- Brown County has a 7% progression between midpoints of each pay grade.
- Each pay grade is 20% +/- the midpoint.
- All Class Specs were incorporated into the salary structure.
 - Benchmark positions (67 Class Specs – 969 employees)
 - Slotted positions (77 Class Specs – 309 employees)

WIPeLL

CHAPTER 18

Brown County Salary Structure

- Preliminary salary structure reviewed to determine if the pay groups made sense within the County.
- Considered the Internal Equity Analysis and made any necessary adjustments on the basis of the relative value of the positions within the County.
 - Internal equity is considered if the value of the position internally differs from the external market or if external market data is unavailable.

WIPeLL

CHAPTER 19

Comparative Ratio Analysis

This analysis allows the County to determine where current rates of employee pay fall in relationship to the newly established salary structure midpoints.

- Brown County's average compa-ratio is 102%. This is the average compa-ratio of all Brown County employees.
- Pay grades 1-11 had a compa-ratio of 98%
- Pay grades 12-23 had a compa-ratio of 103%

WIPeLL

CHAPTER 12

BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES

Pay Grade	Job Title	Minimum	Annual	Maximum	Minimum	Hourly	Maximum
			Midpoint			Midpoint	
BENCHMARK POSITIONS							
1	OPEN	\$90,125	\$112,656	\$135,187	\$43.33	\$54.16	\$64.99
2	Corporation Counsel Director of Administration Director of Human Services	\$83,816	\$104,770	\$125,724	\$40.30	\$50.37	\$60.44
3	Airport Director Chief Information Officer Director of Port and Resource Recovery Director of Public Works	\$77,949	\$97,436	\$116,923	\$37.48	\$46.84	\$56.21
4	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks Human Resources Manager Human Services Administrator	\$72,492	\$90,616	\$108,739	\$34.85	\$43.57	\$52.28
5	Court Commissioner Deputy Assistant Corporation Counsel Director of Nursing (Hospital) Director of Public Safety Communications Engineering Services Manager Finance Manager Planning Director Psychologist	\$67,418	\$84,272	\$101,127	\$32.41	\$40.52	\$48.62
6	Director of Public Health Director, Child Support Program Highway Operations Manager	\$62,699	\$78,373	\$94,048	\$30.14	\$37.68	\$45.22
7	Assistant Corporation Counsel Change Management Facilitator Chief Medical Examiner Financial Supervisor Network Architect Nursing Supervisor Principle Planner Public Health Supervisor Senior Civil Engineer	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
8	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent Clinical Therapist County Conservationist Emergency Management Coordinator Environmental Health & Lab Supervisor Fleet Superintendent Golf Course Superintendent Human Services Manager Museum Director Operations Manager	\$54,228	\$67,785	\$81,342	\$26.07	\$32.59	\$39.11
9	Animals Curator Civil Engineer Economic Services Support Coordinator Environmental Health Sanitarian Highway Operations Superintendent Human Services Supervisor Project Manager Public Health Nurse Register in Probate Registered Nurse Risk Specialist Senior Financial Analyst Senior Planner Veteran's Services Officer	\$50,432	\$63,040	\$75,648	\$24.25	\$30.31	\$36.37

BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES

Pay Grade	Job Title	Minimum	Annual Midpoint	Maximum	Minimum	Hourly Midpoint	Maximum
BENCHMARK POSITIONS							
10	Benefits & Payroll Coordinator Business Development Analyst Community Health Educator Electrician (Master) Financial Analyst Operations and Maintenance Supervisor Purchasing Specialist	\$46,902	\$58,627	\$70,353	\$22.55	\$28.19	\$33.82
11	Building Services Supervisor Child Support Supervisor Clinical Lab Services Supervisor Corrections Corporal Economic Support Supervisor Health Information Services Coordinator Nutritional Services Coordinator Operations Supervisor Planner Senior Human Resource Generalist Shelter Care Supervisor	\$43,619	\$54,523	\$65,428	\$20.97	\$26.21	\$31.46
12	Chief Deputy Clerk Conservation Specialist Education Specialist Electrician (Journey) Engineering Technician Maintenance Service Mechanic II Medical Technologist Museum Specialist Programmer Radio Communications Specialist Recreation Therapist Resource Recovery Specialist Social Worker Substance Abuse Counselor Systems Specialist Telecommunications Operator III Victim/Witness Coordinator	\$40,565	\$50,707	\$60,848	\$19.50	\$24.38	\$29.25
13	Airport Operations Officer Correctional Officer Court Reporter Data Telecommunications Specialist GIS & Database Analyst Human Resources Generalist Law Clerk Maintenance Service Mechanic I Mechanic Media Technician Network Support Specialist Paralegal Park Services Specialist Property Listing Specialist Telecommunications Operator II Zookeeper	\$37,726	\$47,157	\$56,589	\$18.14	\$22.67	\$27.21
14	Administrative Assistant II Certified Occupational Therapist Assistant Department Assistant Emergency Management Specialist Food Service Supervisor Guest Services Coordinator Heavy Equipment Operator Lab Technician Legal Assistant Licensed Practical Nurse Network Support Clerk Payroll Specialist Registered Health Information Tech (RHIT) Telecommunications Operator I	\$35,085	\$43,856	\$52,628	\$16.87	\$21.08	\$25.30
15	Child Support Specialist	\$32,629	\$40,786	\$48,944	\$15.69	\$19.61	\$23.53

1a

BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES

Pay Grade	Job Title	Minimum	Annual	Maximum	Hourly		
			Midpoint		Minimum	Midpoint	Maximum
	BENCHMARK POSITIONS						
	Operations Assistant						
	Victim/Witness Program Assistant						
16	Account Clerk	\$30,345	\$37,931	\$45,518	\$14.59	\$18.24	\$21.88
	Deputy Medical Examiner						
	Economic Support Specialist						
	Fraud Investigator Aide						
	Maintenance Services Associate						
17	Administrative Assistant I	\$28,221	\$35,276	\$42,331	\$13.57	\$16.96	\$20.35
	Human Services Support Specialist						
	Youth Care Worker						
18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$18.93
19	Administrative Clerk	\$24,408	\$30,510	\$36,612	\$11.73	\$14.67	\$17.60
	Certified Nursing Assistant						
	Cook						
20	Assistant Zookeeper	\$22,700	\$28,375	\$34,050	\$10.91	\$13.64	\$16.37
	Building Services Associate						
21	OPEN	\$21,111	\$26,388	\$31,666	\$10.15	\$12.69	\$15.22
22	Bailiff	\$19,633	\$24,541	\$29,449	\$9.44	\$11.80	\$14.16
	Food Service Associate						
23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$8.78	\$10.97	\$13.17
24	Guest Services Associate	\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	\$12.25

Minimum and maximum values are calculated +/- 20% around midpoint
Progression between midpoints 7% .

1a

BROWN COUNTY

2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2.13.2015)

1a

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio	Comment	Impact of Financial Adjustment	Quintile
-----------	-----------	------	-----	-----------	-----	-------------	---------	--------------------------------	----------

1a

BROWN COUNTY

2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2.13.2015)

February 2015

1a

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS TO 50th PERCENTILE BENCHMARK POSITIONS (2.13.2016)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
	BERNARDINE POSITIONS								
	Health Information Services Coordinator	Human Services	\$20.97	\$26.21	\$31.46	107%			4
	Human Services Supervisor	Human Services	\$20.97	\$26.21	\$31.46	118%	approaching maximum		5
	District Attorney	District Attorney	\$20.97	\$26.21	\$31.46	82%			1
	NEW Zoo & Parks	NEW Zoo & Parks	\$20.97	\$26.21	\$31.46	108%			4
	Human Services	Human Services	\$20.97	\$26.21	\$31.46	108%			4
	Public Works	Public Works	\$20.97	\$26.21	\$31.46	92%			2
	Clerk of Courts	Clerk of Courts	\$20.97	\$26.21	\$31.46	95%			2
	Public Safety Communications	Public Safety Communications	\$20.97	\$26.21	\$31.46	97%			2
	Golf Course	Golf Course	\$20.97	\$26.21	\$31.46	97%			3
	Public Safety Communications	Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
	Public Safety Communications	Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
	Public Safety Communications	Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
	Public Safety Communications	Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
	Public Safety Communications	Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
	NEW Zoo & Parks	NEW Zoo & Parks	\$20.97	\$26.21	\$31.46	102%			3
	Human Services	Human Services	\$20.97	\$26.21	\$31.46	87%			1
	NEW Zoo & Parks	NEW Zoo & Parks	\$20.97	\$26.21	\$31.46	86%			1
	Courts	Courts	\$20.97	\$26.21	\$31.46	86%			1
	NEW Zoo & Parks	NEW Zoo & Parks	\$20.97	\$26.21	\$31.46	94%			2
	Planning	Planning	\$20.97	\$26.21	\$31.46	113%			5
	Planning	Planning	\$20.97	\$26.21	\$31.46	87%			1
	Planning	Planning	\$20.97	\$26.21	\$31.46	83%			1
	Planning	Planning	\$20.97	\$26.21	\$31.46	81%			1
	Planning	Planning	\$20.97	\$26.21	\$31.46	81%			1
	Planning	Planning	\$20.97	\$26.21	\$31.46	82%			1
	Public Works	Public Works	\$20.97	\$26.21	\$31.46	131%	at or above maximum		6
	Public Works	Public Works	\$20.97	\$26.21	\$31.46	106%			4
	Human Resources	Human Resources	\$20.97	\$26.21	\$31.46	106%			4
	Shelter Care Supervisor	Human Services	\$20.97	\$26.21	\$31.46	97%			3
	Shelter Care Supervisor	Human Services	\$20.97	\$26.21	\$31.46	108%			4
12	Chief Deputy	County Clerk	\$19.50	\$24.38	\$29.25	102%			3
	Chief Deputy	Register of Deeds	\$19.50	\$24.38	\$29.25	102%			3
	Chief Deputy	Treasurer	\$19.50	\$24.38	\$29.25	108%			4
	Land and Water Con	Land and Water Con	\$19.50	\$24.38	\$29.25	107%			4
	Land and Water Con	Land and Water Con	\$19.50	\$24.38	\$29.25	104%			3
	Land and Water Con	Land and Water Con	\$19.50	\$24.38	\$29.25	89%			1
	Land and Water Con	Land and Water Con	\$19.50	\$24.38	\$29.25	101%			3
	Land and Water Con	Land and Water Con	\$19.50	\$24.38	\$29.25	101%			3
	Land and Water Con	Land and Water Con	\$19.50	\$24.38	\$29.25	101%			3
	Land and Water Con	Land and Water Con	\$19.50	\$24.38	\$29.25	101%			3
	Land and Water Con	Land and Water Con	\$19.50	\$24.38	\$29.25	124%	at or above maximum		6
	NEW Zoo & Parks	NEW Zoo & Parks	\$19.50	\$24.38	\$29.25	82%			1
	Education Specialist	Museum	\$19.50	\$24.38	\$29.25	87%			1
	Education Specialist	Museum	\$19.50	\$24.38	\$29.25	87%			1
	Electrician (Journey)	Public Works	\$19.50	\$24.38	\$29.25	107%			4
	Planning	Planning	\$19.50	\$24.38	\$29.25	88%			1
	Public Works	Public Works	\$19.50	\$24.38	\$29.25	107%			4
	Public Works	Public Works	\$19.50	\$24.38	\$29.25	107%			4
	Public Works	Public Works	\$19.50	\$24.38	\$29.25	107%			4
	Public Works	Public Works	\$19.50	\$24.38	\$29.25	101%			3
	Public Works	Public Works	\$19.50	\$24.38	\$29.25	104%			3
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Museum Specialist	Museum	\$19.50	\$24.38	\$29.25	101%			3
	Museum Specialist	Museum	\$19.50	\$24.38	\$29.25	101%			3
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	127%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	127%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	127%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	127%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	123%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	117%	approaching maximum		5
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	116%	approaching maximum		5
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	117%	approaching maximum		5
	Radio Communications Specialist	Public Safety Communications	\$19.50	\$24.38	\$29.25	105%			4
	Recreation Therapist	Human Services	\$19.50	\$24.38	\$29.25	115%			5
	Resource Recovery Specialist	Port & Resource Recovery	\$19.50	\$24.38	\$29.25	105%			4
	Resource Recovery Specialist	Port & Resource Recovery	\$19.50	\$24.38	\$29.25	99%			3
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	114%			5
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	115%			5
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	90%			2
	Human Services	Human Services	\$19.50	\$24.38	\$29.25	90%			2

BROWN COUNTY

2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2.13.2015)

[illegible]

1a

BROWN COUNTY BENCHMARK POSTIONS (2/13/2015)

[illegible]

1a

BROWN COUNTY

2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
	BENCHMARK POSITIONS								
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	105%			3
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	105%			3
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	100%			3
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	100%			3
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	100%			3
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	100%			3
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	95%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	93%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	93%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	93%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	93%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	93%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	93%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	93%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	93%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	91%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	91%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	91%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	91%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	91%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	91%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	91%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	91%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	91%			2
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	88%			1
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	88%			1
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	88%			1
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	88%			1
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	84%			1
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	84%			1
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	84%			1
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	84%			1
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	84%			1
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	84%			1
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	84%			1
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	84%			1
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	84%			1
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	84%			1
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	105%			3
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	105%			3
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	105%			3
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	105%			3
	Court Reporter	Circuit Courts	\$18.14	\$22.67	\$27.21	93%			2
	Court Reporter	Circuit Courts	\$18.14	\$22.67	\$27.21	90%			2
	Data Telecommunications Specialist	Technology Services	\$18.14	\$22.67	\$27.21	82%	at or above maximum		1
	GIS & Database Analyst	Planning	\$18.14	\$22.67	\$27.21	136%			6
	Human Resources Generalist	Human Resources	\$18.14	\$22.67	\$27.21	107%			4
	Human Resources Generalist	Human Resources	\$18.14	\$22.67	\$27.21	109%			4
	Law Clerk	Circuit Courts	\$18.14	\$22.67	\$27.21	92%			2
	Law Clerk	Circuit Courts	\$18.14	\$22.67	\$27.21	91%			2
	Maintenance Service Mechanic	Public Works	\$18.14	\$22.67	\$27.21	100%			3
	Maintenance Service Mechanic	Public Works	\$18.14	\$22.67	\$27.21	100%			3
	Maintenance Service Mechanic	Public Works	\$18.14	\$22.67	\$27.21	122%	at or above maximum		6
	Maintenance Service Mechanic	Public Works	\$18.14	\$22.67	\$27.21	97%			3
	Maintenance Service Mechanic	Public Works	\$18.14	\$22.67	\$27.21	97%			3
	Maintenance Service Mechanic	Public Works	\$18.14	\$22.67	\$27.21	94%			2
	Maintenance Service Mechanic	Public Works	\$18.14	\$22.67	\$27.21	97%			3
	Maintenance Service Mechanic	Public Works	\$18.14	\$22.67	\$27.21	97%			3
	Maintenance Service Mechanic	Public Works	\$18.14	\$22.67	\$27.21	97%			3
	Maintenance Service Mechanic	Public Works	\$18.14	\$22.67	\$27.21	97%			3
	Mechanic	Airport	\$18.14	\$22.67	\$27.21	100%			3
	Mechanic	Airport	\$18.14	\$22.67	\$27.21	100%			3
	Mechanic	Airport	\$18.14	\$22.67	\$27.21	100%			3
	Mechanic	Airport	\$18.14	\$22.67	\$27.21	100%			3
	Mechanic	Sheriff	\$18.14	\$22.67	\$27.21	103%			3
	Mechanic	Public Works	\$18.14	\$22.67	\$27.21	109%			4
	Mechanic	Public Works	\$18.14	\$22.67	\$27.21	107%			4
	Mechanic	Public Works	\$18.14	\$22.67	\$27.21	103%			3
	Mechanic	Public Works	\$18.14	\$22.67	\$27.21	103%			3

10

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2/13/2015)

[illegible]

1a

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2/13/2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
	BENCHMARK POSITIONS								
14	Administrative Assistant II	Administration	\$16.87	\$21.08	\$25.30	101%			3
	Administrative Assistant II	Airport	\$16.87	\$21.08	\$25.30	110%			4
	Administrative Assistant II	Board Office	\$16.87	\$21.08	\$25.30	88%			1
	Administrative Assistant II	Child Support	\$16.87	\$21.08	\$25.30	95%			2
	Administrative Assistant II	Child Support	\$16.87	\$21.08	\$25.30	95%			2
	Administrative Assistant II	Child Support	\$16.87	\$21.08	\$25.30				
	Administrative Assistant II	Child Support	\$16.87	\$21.08	\$25.30	89%			1
	Administrative Assistant II	Human Resources	\$16.87	\$21.08	\$25.30	111%			4
	Administrative Assistant II	County Clerk	\$16.87	\$21.08	\$25.30	98%			3
	Administrative Assistant II	County Clerk	\$16.87	\$21.08	\$25.30	96%			2
	Administrative Assistant II	Executive	\$16.87	\$21.08	\$25.30	90%			2
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	96%			2
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	85%			1
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	86%			1
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	115%			5
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	80%	below minimum	\$115	0
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	89%			2
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	85%			1
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	90%			2
	Administrative Assistant II	NEW Zoo & Parks	\$16.87	\$21.08	\$25.30	80%			1
	Administrative Assistant II	Planning	\$16.87	\$21.08	\$25.30				
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	93%			
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	85%			2
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	82%			1
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	82%			1
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	83%			1
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	83%			1
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	83%			1
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	82%			1
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	83%			1
	Administrative Assistant II	Technology Services	\$16.87	\$21.08	\$25.30	98%			
	Administrative Assistant II	Veterans Office	\$16.87	\$21.08	\$25.30	96%			3
	Combined Occupational Therapist Assistant	Human Services	\$16.87	\$21.08	\$25.30	88%			2
	Combined Occupational Therapist Assistant	Human Services	\$16.87	\$21.08	\$25.30	88%			1
	Combined Occupational Therapist Assistant	Human Services	\$16.87	\$21.08	\$25.30	88%			1
	Department Assistant	NEW Zoo & Parks	\$16.87	\$21.08	\$25.30	80%			1
	Department Assistant	Public Works	\$16.87	\$21.08	\$25.30	84%			1
	Department Assistant	Public Safety Communications	\$16.87	\$21.08	\$25.30	85%			1
	Department Assistant	Human Services	\$16.87	\$21.08	\$25.30				
	Department Assistant	Planning	\$16.87	\$21.08	\$25.30				
	Department Assistant	Corporation Counsel	\$16.87	\$21.08	\$25.30	96%			
	Department Assistant	Sheriff	\$16.87	\$21.08	\$25.30	105%			2
	Department Assistant	Health	\$16.87	\$21.08	\$25.30	108%			3
	Department Assistant	Airport	\$16.87	\$21.08	\$25.30	108%			4
	Emergency Management Specialist	Public Safety Communications	\$16.87	\$21.08	\$25.30	121%	at or above maximum		6
	Food Service Supervisor	Human Services	\$16.87	\$21.08	\$25.30	93%			2
	Food Service Supervisor	NEW Zoo & Parks	\$16.87	\$21.08	\$25.30	115%			5
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	84%			1
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	110%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	106%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works							

1a

2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (1/1/2015)

[illegible]

BROWN COUNTY

2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio'	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	86%			1
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	86%			1
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	86%			1
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Network Support Clerk	Technology Services	\$16.87	\$21.08	\$25.30	105%			3
	Network Support Clerk	Technology Services	\$16.87	\$21.08	\$25.30	83%			1
	Payroll Specialist	Human Resources	\$16.87	\$21.08	\$25.30	100%			3
	Payroll Specialist	Human Resources	\$16.87	\$21.08	\$25.30	90%			2
	Registered Health Information Tech (RHIT)	Human Services	\$16.87	\$21.08	\$25.30	93%			2
	Radio Communications Operator	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Radio Communications Operator	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Radio Communications Operator	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Radio Communications Operator	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Radio Communications Operator	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Radio Communications Operator	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Radio Communications Operator	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Radio Communications Operator	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
15	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	102%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	104%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	104%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	101%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	102%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	102%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	102%			3
	Operations Assistant	Child Support	\$15.69	\$19.61	\$23.53				
	Operations Assistant	Administration	\$15.69	\$19.61	\$23.53	120%			5
	Operations Assistant	Human Services	\$15.69	\$19.61	\$23.53	144%	at or above maximum		6
	Operations Assistant	Public Works	\$15.69	\$19.61	\$23.53	123%	at or above maximum		6
	Operations Assistant	Human Services	\$15.69	\$19.61	\$23.53	112%			4
	Victim/Witness Program Assistant	District Attorney	\$15.69	\$19.61	\$23.53	89%			2
16	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	96%			2
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	104%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	104%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	90%			2
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	91%			2
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	100%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	100%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88				
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3
	Account Clerk	Public Works	\$14.59	\$18.24	\$21.88	98%			3
	Account Clerk	Administration	\$14.59	\$18.24	\$21.88	113%			5
	Account Clerk	Sheriff	\$14.59	\$18.24	\$21.88	106%			4
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	96%			2
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	108%			4
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	101%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3

1a

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50TH PERCENTILE BENCHMARK POSITIONS (2.13.2015)

[illegible]

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	96%			2
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	84%			1
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	84%			1
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	92%			2
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	92%			2
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	84%			1
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	96%			2
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	96%			2
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	97%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88				
	Fraud Investigator Aide	Human Services	\$14.59	\$18.24	\$21.88	99%			3
	Fraud Investigator Aide	Human Services	\$14.59	\$18.24	\$21.88	105%			3
			\$14.59	\$18.24	\$21.88	107%			4
17	Administrative Assistant	Administration	\$13.57	\$16.96	\$20.35	106%			
	Administrative Assistant	Airport	\$13.57	\$16.96	\$20.35	103%			4
	Administrative Assistant	Board Office	\$13.57	\$16.96	\$20.35	91%			3
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	103%			2
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	96%			3
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	99%			2
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	79%	below minimum	\$400	3
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	79%	below minimum	\$400	0
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	75%	below minimum	\$1,666	0
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	71%	below minimum	\$3,280	0
	Administrative Assistant	Circuit Courts	\$13.57	\$16.96	\$20.35	98%			0
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	94%			2
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	92%			2
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	79%	below minimum	\$195	0
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	79%	below minimum	\$427	0
	Administrative Assistant	County Clerk	\$13.57	\$16.96	\$20.35	103%			0
	Administrative Assistant	District Attorney	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	District Attorney	\$13.57	\$16.96	\$20.35	79%	below minimum	\$427	0
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	95%			2
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	88%			1
	Administrative Assistant	Human Resources	\$13.57	\$16.96	\$20.35	117%	approaching maximum		5
	Administrative Assistant	Human Resources	\$13.57	\$16.96	\$20.35	110%			4
	Administrative Assistant	Human Resources	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	102%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	102%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	79%	below minimum	\$427	0
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	97%			2
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35				3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	87%			1
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	87%			1
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	105%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	119%	approaching maximum		5
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35				

1a

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50TH PERCENTILE BENCHMARK POSITIONS (2/13/2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	108%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	71%	below minimum	\$3,280	0
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	97%			2
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	94%			2
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	119%	approaching maximum		5
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Public Works	\$13.57	\$16.96	\$20.35	88%			1
	Administrative Assistant I	Medical Examiner	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Museum	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Planning	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant I	Planning	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Port & Resource Recovery	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	95%			2
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	120%			5
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	110%			4
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Sheriff	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Sheriff	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Sheriff	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Sheriff	\$13.57	\$16.96	\$20.35	105%			3
	Administrative Assistant I	Technology Services	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Technology Services	\$13.57	\$16.96	\$20.35	88%			1
	Administrative Assistant I	Treasurer Office	\$13.57	\$16.96	\$20.35	114%			5
	Administrative Assistant I	UW Extension	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	UW Extension	\$13.57	\$16.96	\$20.35	105%			3
	Administrative Assistant I	UW Extension	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	UW Extension	\$13.57	\$16.96	\$20.35	94%			2
	Administrative Assistant I	UW Extension	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant I	Veterans Office	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant I	Veterans Office	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	102%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	107%			4

1a

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50TH PERCENTILE BENCHMARK POSITIONS (2.13.2015)

[illegible]

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60				
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60				
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Confined Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Cook	Human Services	\$11.73	\$14.67	\$17.60	120%			5
	Cook	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Administrative Clerk	Veterans Office	\$11.73	\$14.67	\$17.60	105%			3
	Administrative Clerk	District Attorney	\$11.73	\$14.67	\$17.60	114%			5
	Administrative Clerk	District Attorney	\$11.73	\$14.67	\$17.60	92%			2
20	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	144%	at or above maximum		6
	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	144%	at or above maximum		6
	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	144%	at or above maximum		6
	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	89%			2
	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	89%			2
	Building Services Associate	NEW Zoo & Parks	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	124%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	120%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	90%			2
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	83%			1
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	83%			1
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	83%			1
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	83%			1
	Assistant Zookeeper	NEW Zoo & Parks	\$10.91	\$13.64	\$16.37	83%			1
	Assistant Zookeeper	NEW Zoo & Parks	\$10.91	\$13.64	\$16.37	82%			1
	Assistant Zookeeper	NEW Zoo & Parks	\$10.91	\$13.64	\$16.37	82%			1

1a

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
21	OPEN		\$10.15	\$12.69	\$15.22				
22	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	95%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	114%			5
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	115%			5
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	140%	at or above maximum		6
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	151%	at or above maximum		6
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	151%	at or above maximum		6
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	96%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	140%	at or above maximum		6
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16				
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16				
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	95%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	115%			5
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	95%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	95%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	126%	at or above maximum		6
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0

CR AVERAGE 102%	Estimated Impact of Bringing Employees To Minimum of Range Assuming All Employees Work 2080 hours*	\$20,463
------------------------	---	-----------------

BROWN COUNTY IMPACT OF MERIT INCREASE DECISIONS WORKSHEET (2.13.2015)

Example

TARGET DATE FOR CONSIDERATION AND IMPLEMENTATION 2016

Cell Contribution Payout = $P \times C \times G$

P = Proportion in performance rating category*

C = Proportion in position-in-range category as a result of the comparative ratio analysis**

G = Guideline percent increase in cell***

Performance Matrix
Calculation Model

Performance Rating		Position-in-Range (Quintiles)***				
		1st (80-88%)	2nd (89-96%)	3rd (97-104%)	4th (105-113%)	5th (114-120%+)
Substantially Above Expectations	0.05	0.15	0.21	0.29	0.19	0.16
		3.50	4.00	3.50	3.00	2.00
Above Expectations	0.15	0.033	0.043	0.051	0.028	0.016
		3.00	3.50	3.00	2.50	2.00
Meets Expectations	0.70	0.088	0.112	0.130	0.070	0.049
		3.50	3.00	2.50	2.00	1.50
Below Expectations	0.05	0.357	0.450	0.506	0.263	0.172
		0.00	0.00	0.00	0.00	0.00
Substantially Below Expectations	0.05	0.000	0.000	0.000	0.000	0.000
		0.00	0.00	0.00	0.00	0.00
1.00		0.000	0.000	0.000	0.000	0.000

1.00 Blue = P
Red = C
Green = G
Black = cell payout ($P \times C \times G$)

Total percentage impact to payroll:

Cell totals: 0.478 0.605 0.687 0.361 0.237 2.367

*The performance rating distributions are reflective of a typical distribution that will need to be adjusted to reflect the County's actual distributions each year

**The position-in-range distributions reflect the current distributions as of the date of this report. These distributions were determined by using the compa-ratio analysis worksheet. This analysis will need to be adjusted each year to reflect position-in-range placement as pay changes occur

***The County will need to adjust the numbers each year to align with compensation goals and budgetary considerations

PLEASE NOTE: The figures outlined in the table above are not a recommendation, but rather an illustration as to how the worksheet can be used.

February 2015

Prepared by Wipfli LLP

1a



**BROWN COUNTY
BOARD OF SUPERVISORS
COURT HOUSE
GREEN BAY, WISCONSIN**

BROWN COUNTY BOARD OF SUPERVISORS

Meeting Date: April 15, 2015
Agenda No. : Communication

ALL
STANDING
Committee

Motion from the Floor

I make the following motion:

I am requesting that
Human Resource Dept provide each standing
committee statistical information ^{as to} what the
County employee turnover rate is by department
and the corresponding reasons for turnover

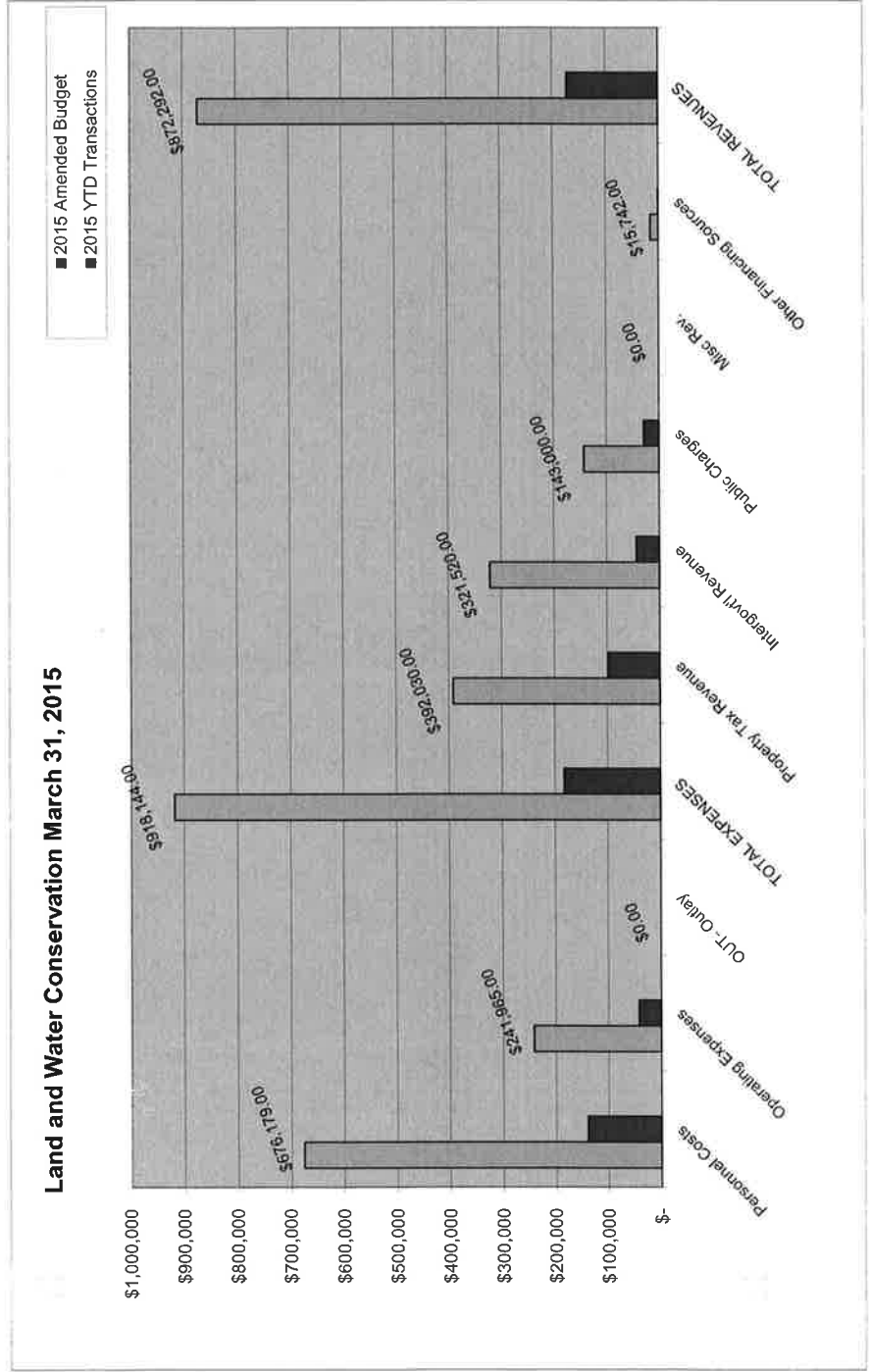
Signed: [Signature]

District No.: 8

(Please deliver to the County Clerk after the motion is made for recording into the minutes.)

**Brown County Land & Water Conservation
Budget Status Report (unaudited)
March 31, 2015**

	<u>2015 Amended Budget</u>	<u>2015 YTD Transactions</u>	<u>2014 Amended Budget</u>	<u>2014 YTD Transactions</u>
Personnel Costs	\$676,179.00	\$139,884.64	\$676,179.00	\$162,131.59
Operating Expenses	\$241,965.00	\$42,737.37	\$241,965.00	\$35,589.94
OUT- Outlay	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL EXPENSES	\$918,144.00	\$182,622.01	\$918,144.00	\$197,721.53
Property Tax Revenue	\$392,030.00	\$98,007.51	\$408,858.00	\$131,580.24
Intergovtl Revenue	\$321,520.00	\$44,465.81	\$372,746.00	\$36,543.81
Public Charges	\$143,000.00	\$29,488.93	\$131,700.00	\$10,876.76
Misc Rev.	\$0.00	\$250.00	\$0.00	\$0.00
Other Financing Sources	\$15,742.00	\$549.50	\$4,840.00	\$787.00
TOTAL REVENUES	\$872,292.00	\$172,761.75	\$918,144.00	\$179,787.81



Departmental Openings Summary

27-Apr-15

To: Land Conservation Committee

From: Land & Water Conservation Department

Position	Vacancy Date	Reason for Leaving	Fill or Hold	Unfilled Reason
Agronomist	Current	N/A	Fill	approved for hire/grant funded

Ex: Transfer, Wage, Working Conditions